

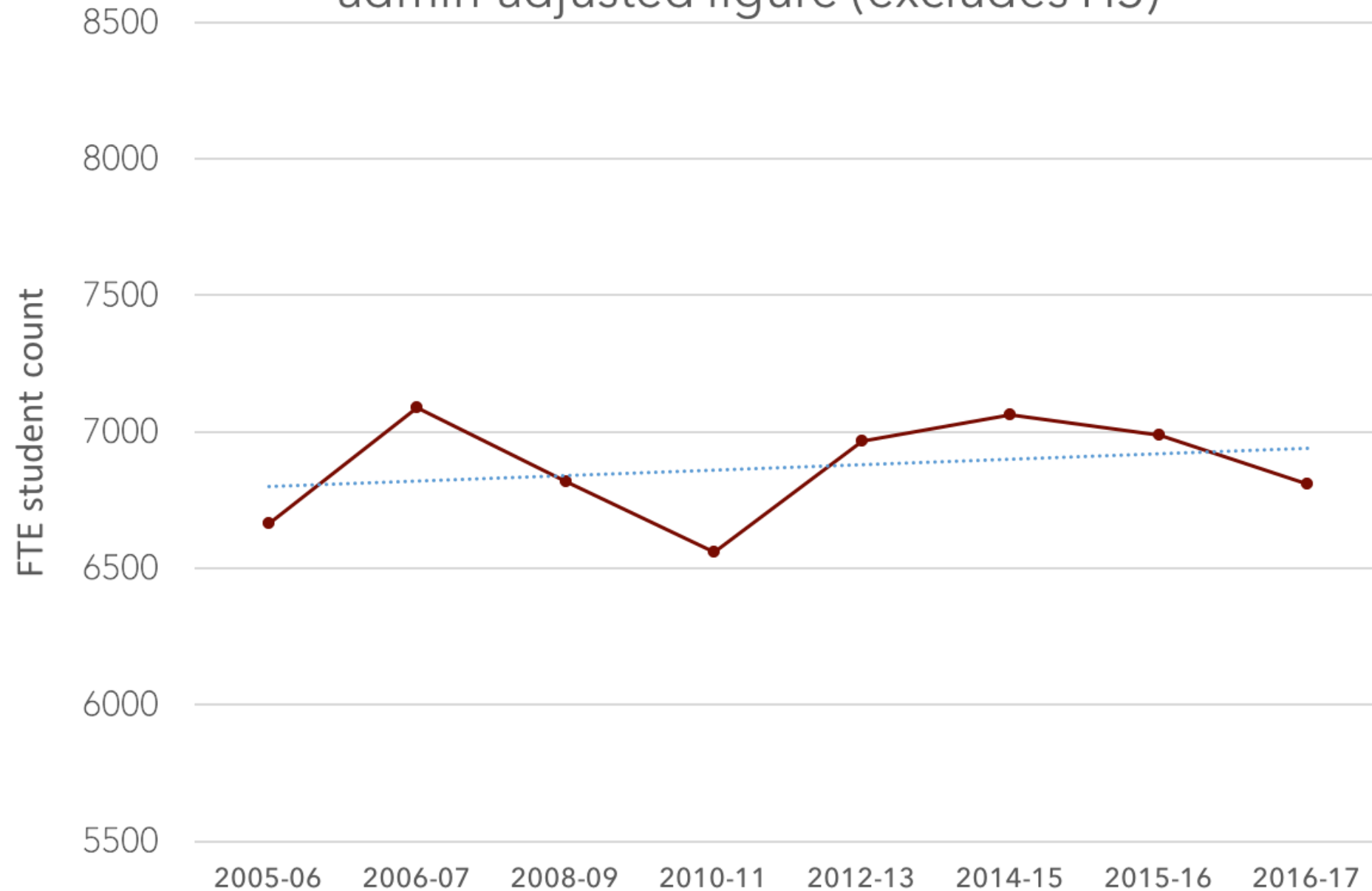
I'm running for Faculty Regent because I understand the serious challenges facing MSU today. We have to address declining enrollment, declining retention rates, and the state's new performance funding model. These challenges, as I will show, can be met by rebuilding Academic Affairs. KY schools that have invested more in instruction have improved outcomes, and the new performance-funding model incentivizes an increase in our instructional spending. I believe I will be able to work effectively with Faculty Senate, the Provost, our incoming President, and the Board of Regents to strengthen the institution by aiding the reinvestment in our core, Academic Affairs.

Rebuilding Academic Affairs

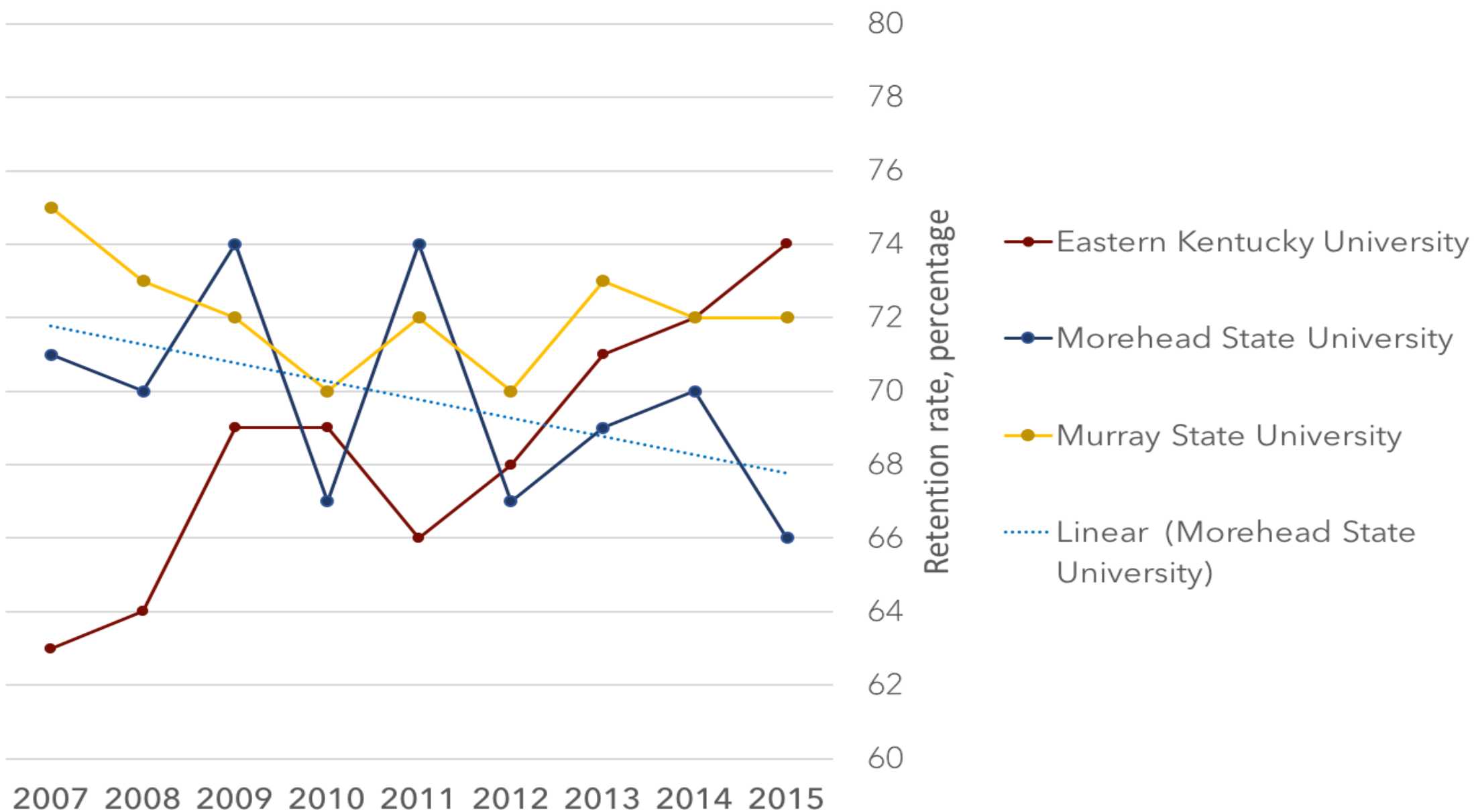
The approach I promise:

1. DATA-driven discussions
2. Transparency and communication
3. Accountability

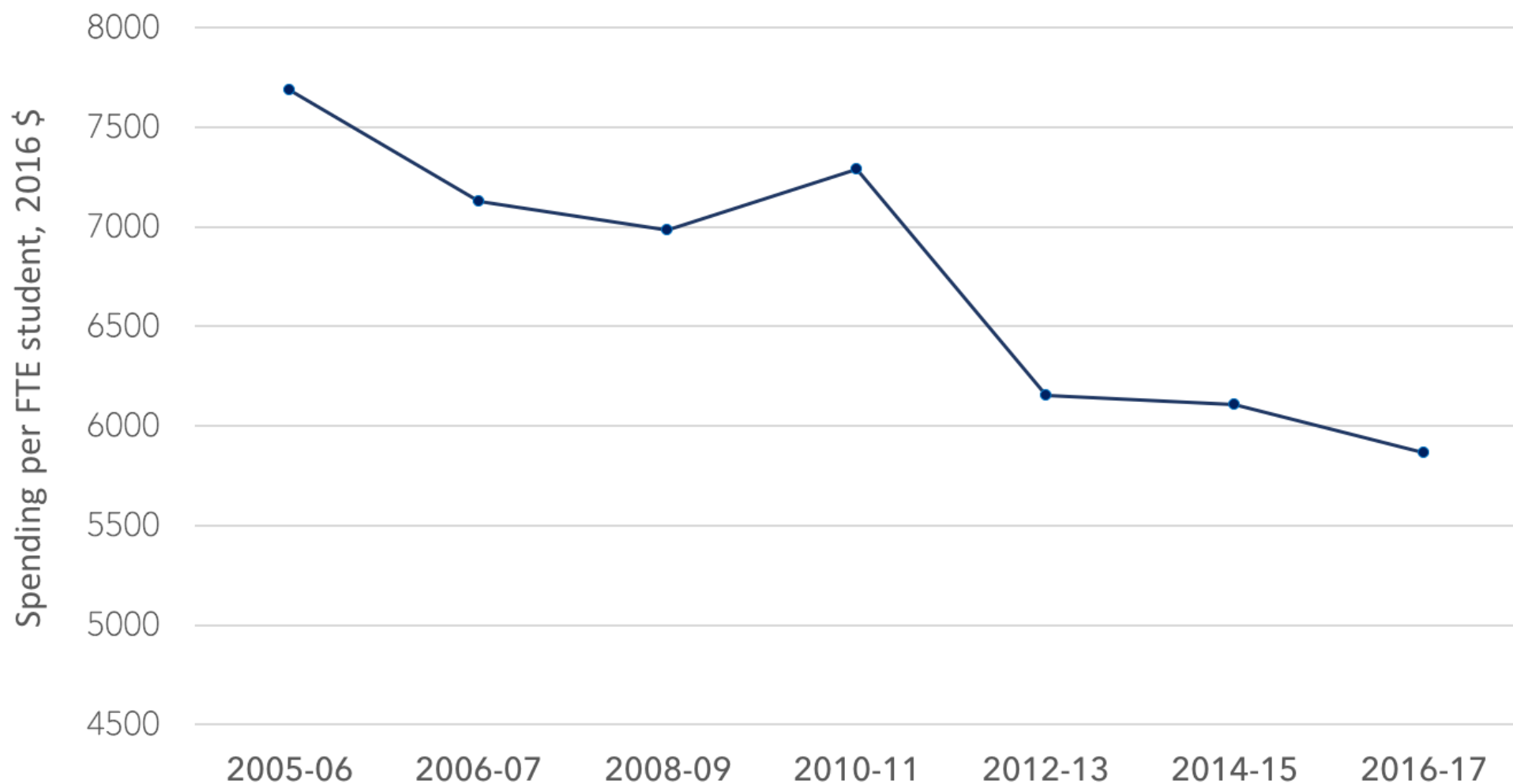
FTE enrollment at MSU over time, admin-adjusted figure (excludes HS)



Full time retention rate over time, IPEDS data

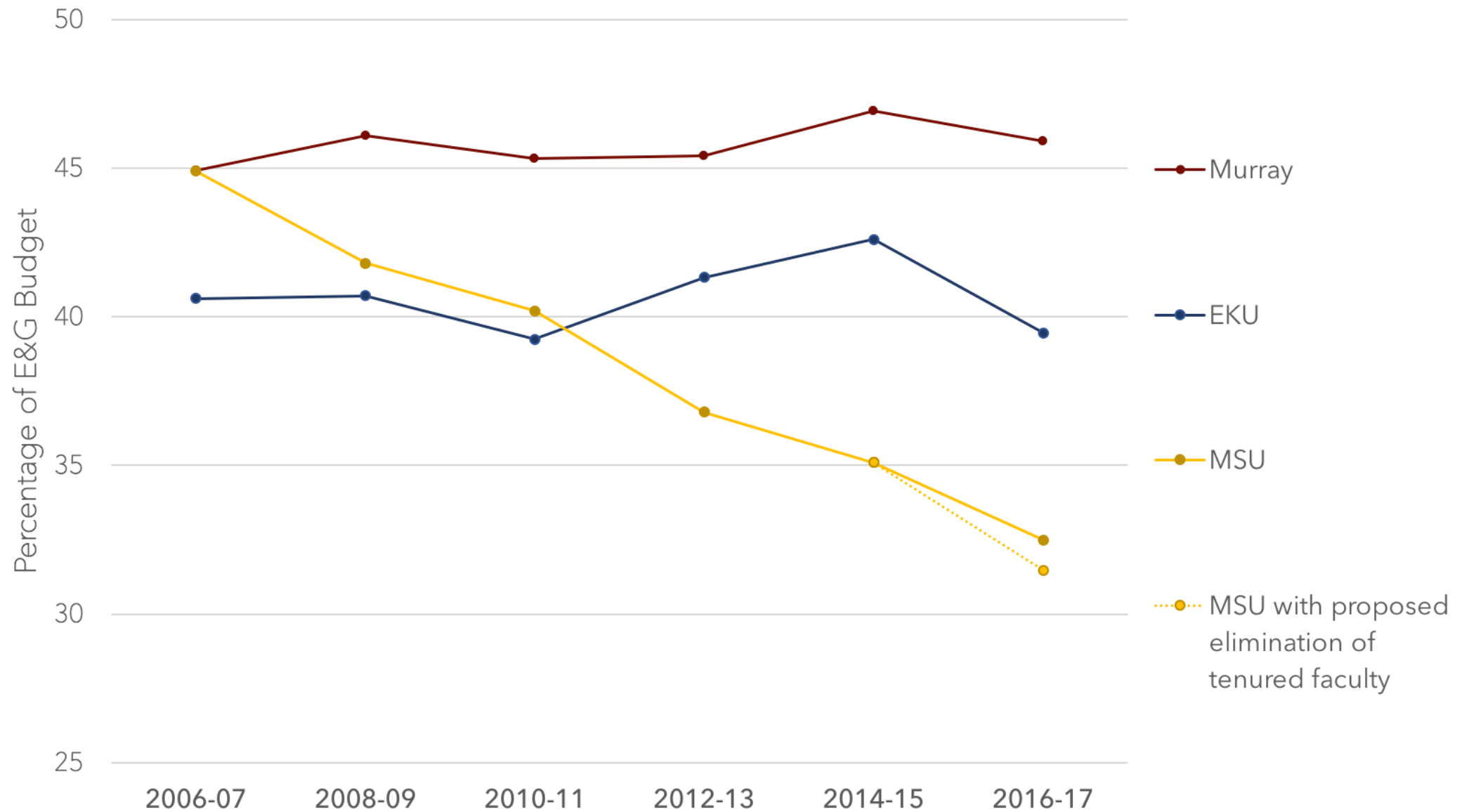


Inflation-adjusted Instructional Spending at MSU, \$/ FTE student

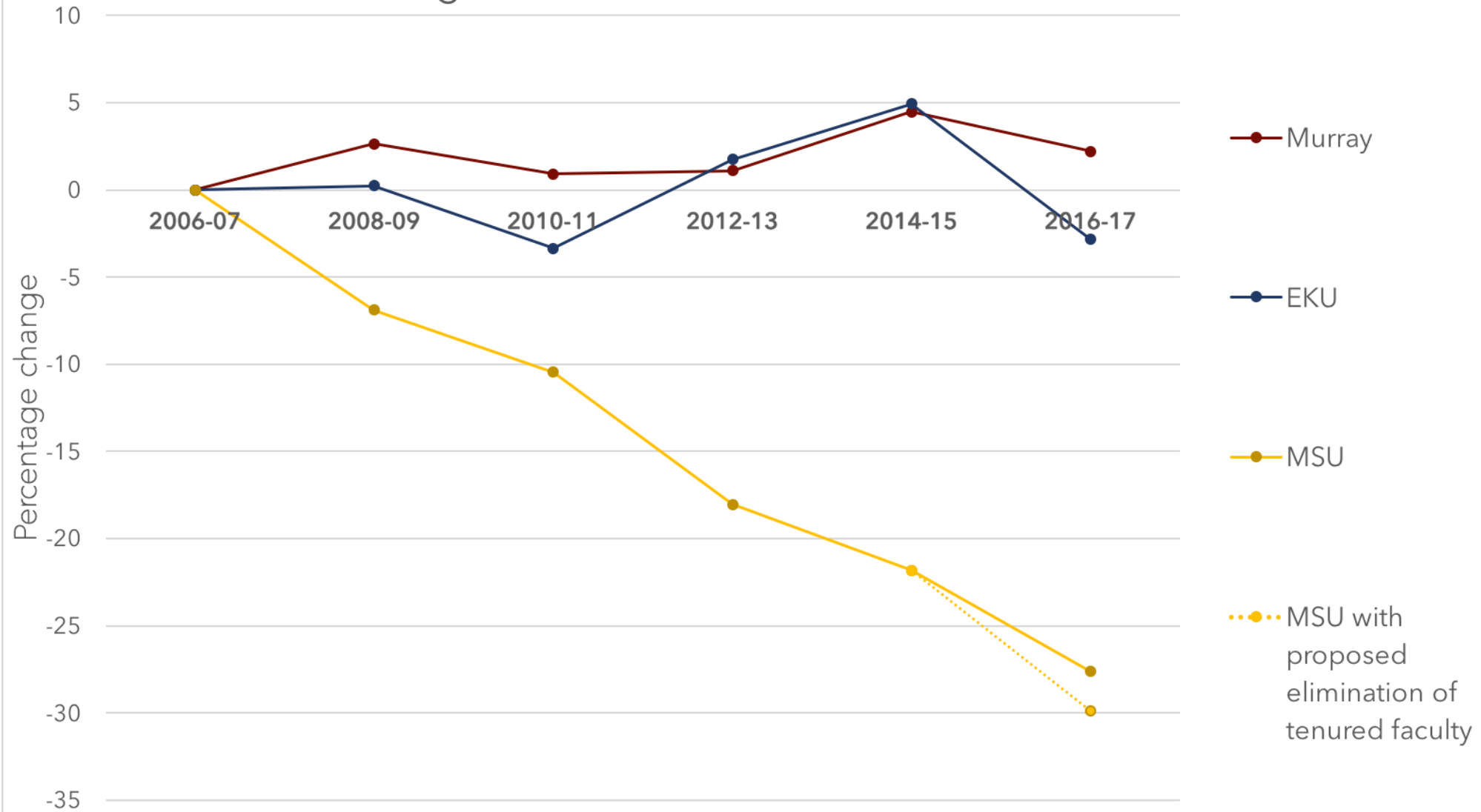


Note: The instruction/FTE figure presented here is the MSU administration's calculated figure, based in MSU's adjusted FTE (not counting high school students); figures are adjusted for inflation using the Bureau of Labor Statistics' inflation calculator.(2016-17 based on budget.)

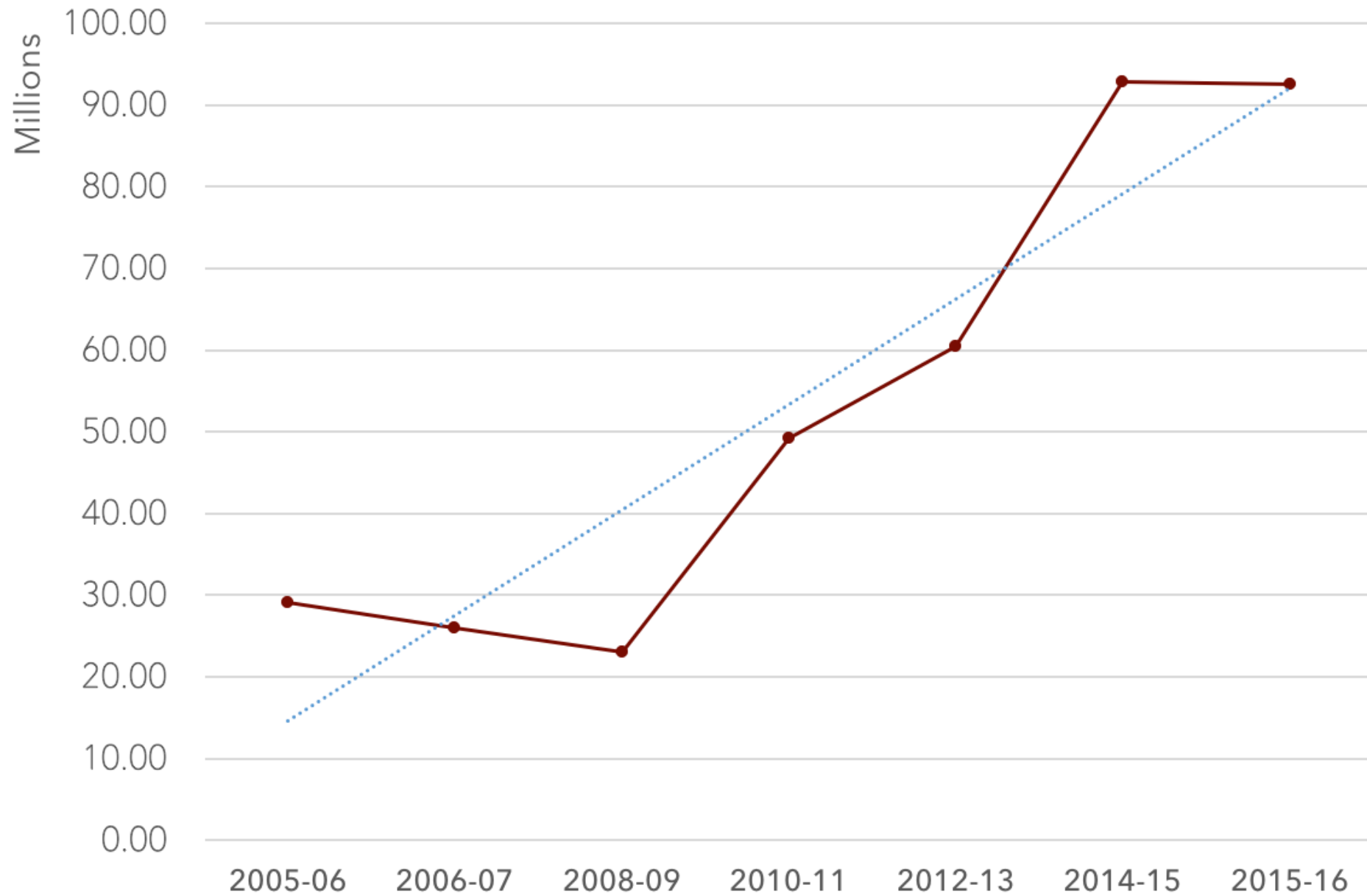
Instructional Spending at MSU & Peer Institutions Over Time



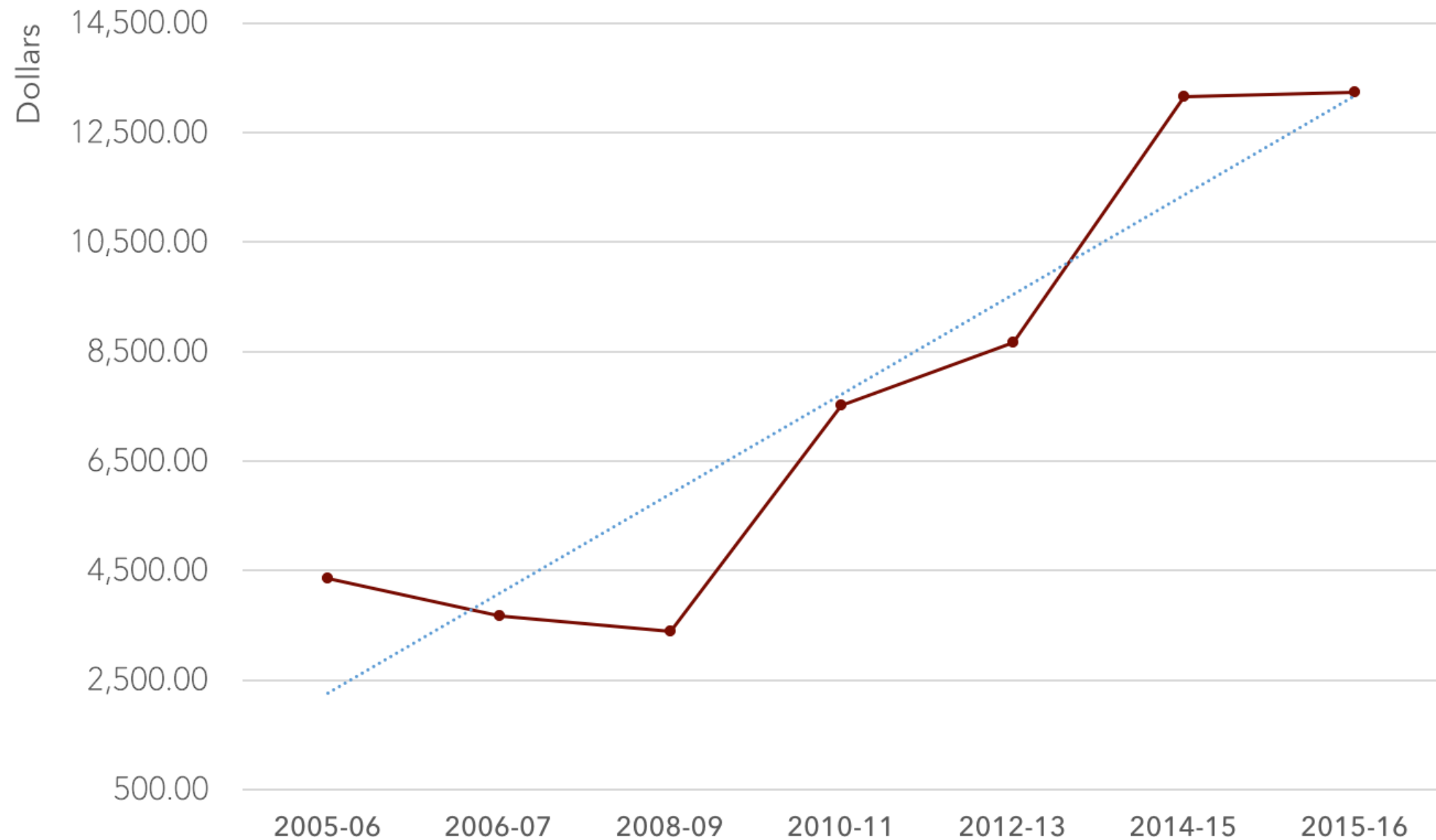
Percentage Change in Instructional Spending as Proportion of E&G Budget at MSU & Peer Institutions Over Time



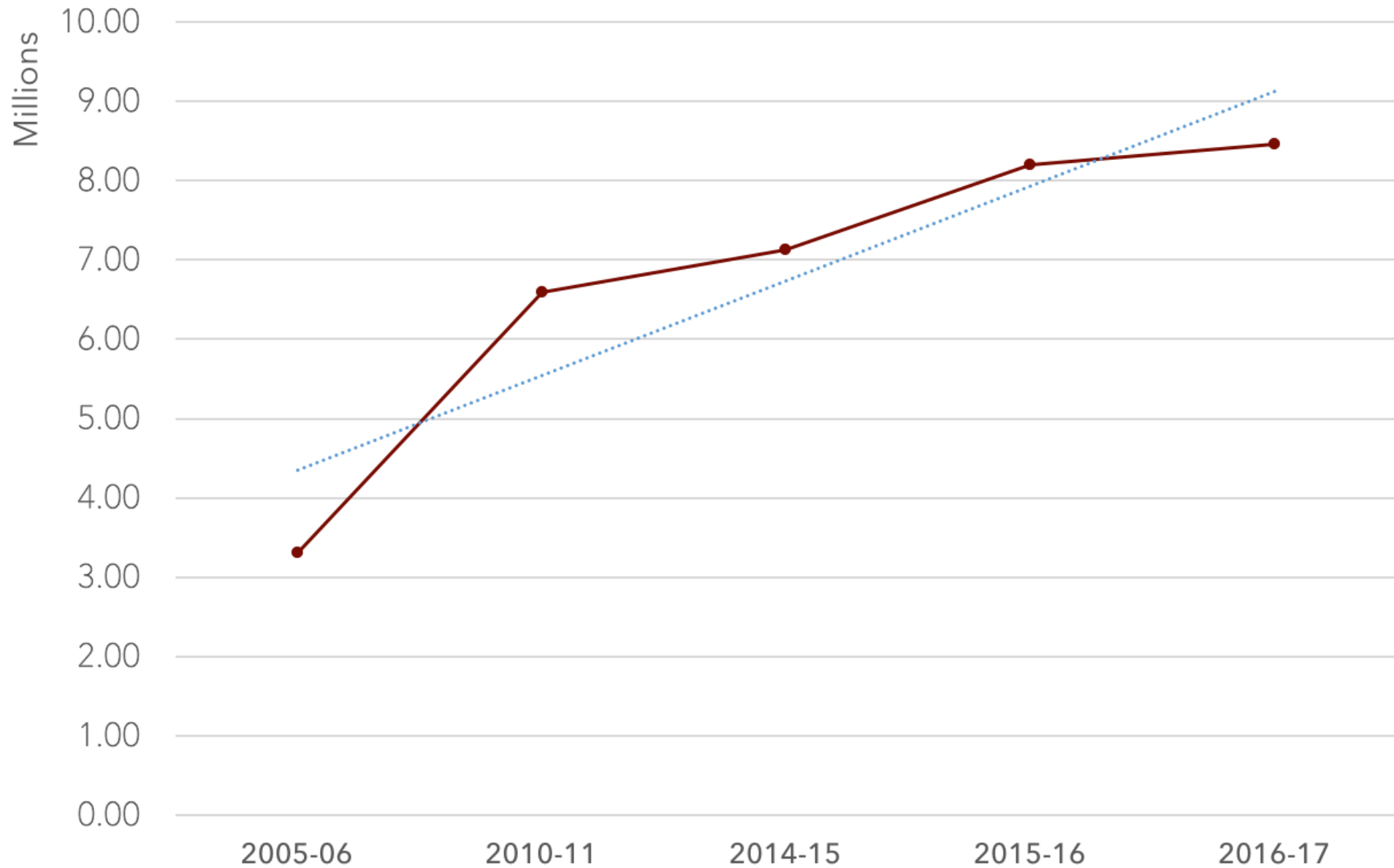
Total long term debt at MSU over time



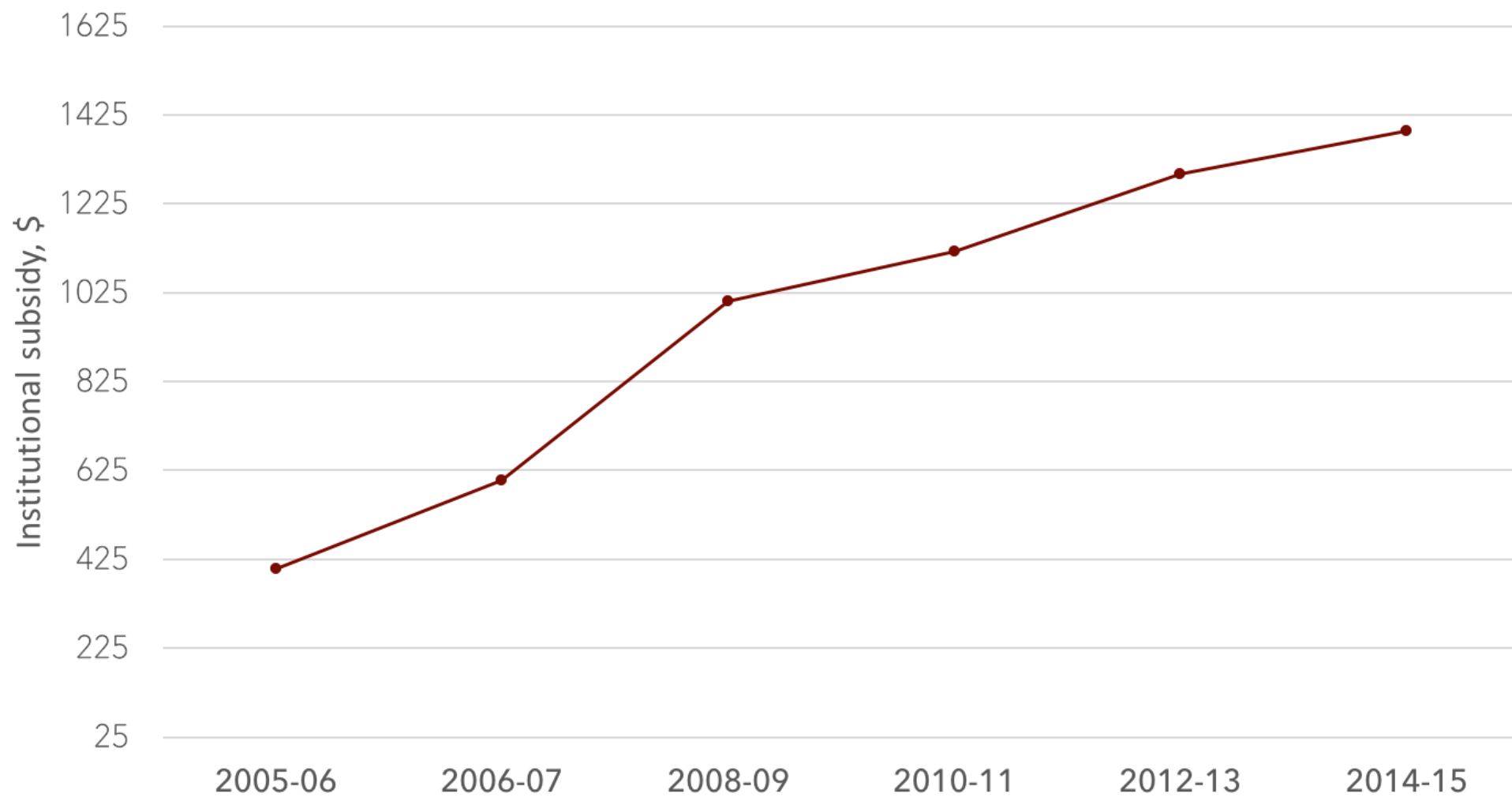
Bond debt at MSU / FTE student over time



Annual cost of debt service, audited financials

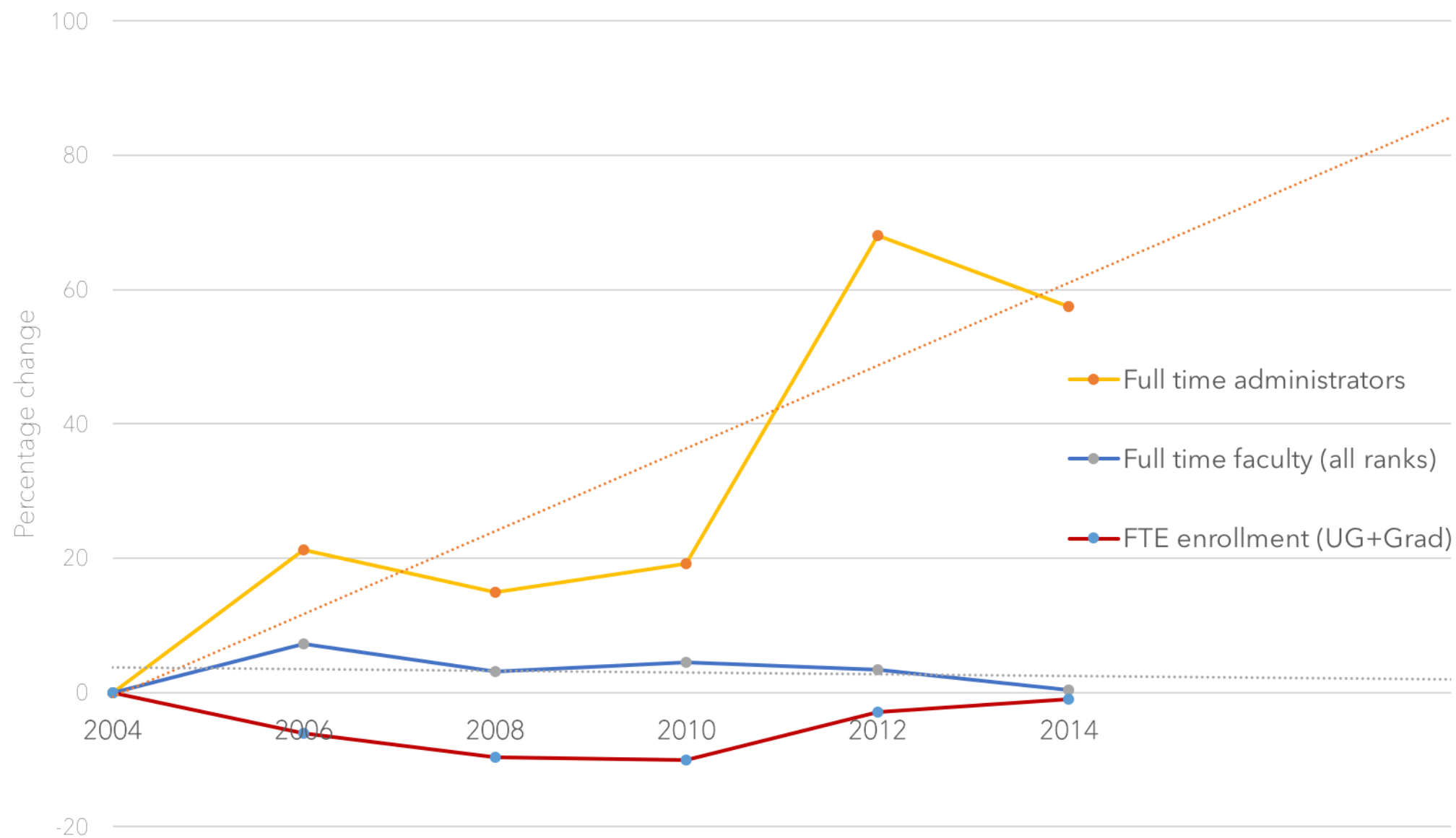


Institutional Athletics Subsidy/ FTE student



Athletics subsidy figure is derived from USA Today "NCAA Finances" database; the FTE count is provided by MSU in its annual "Financial Summary & Reporting Guidelines," which is based on MSU's audited financial statements.

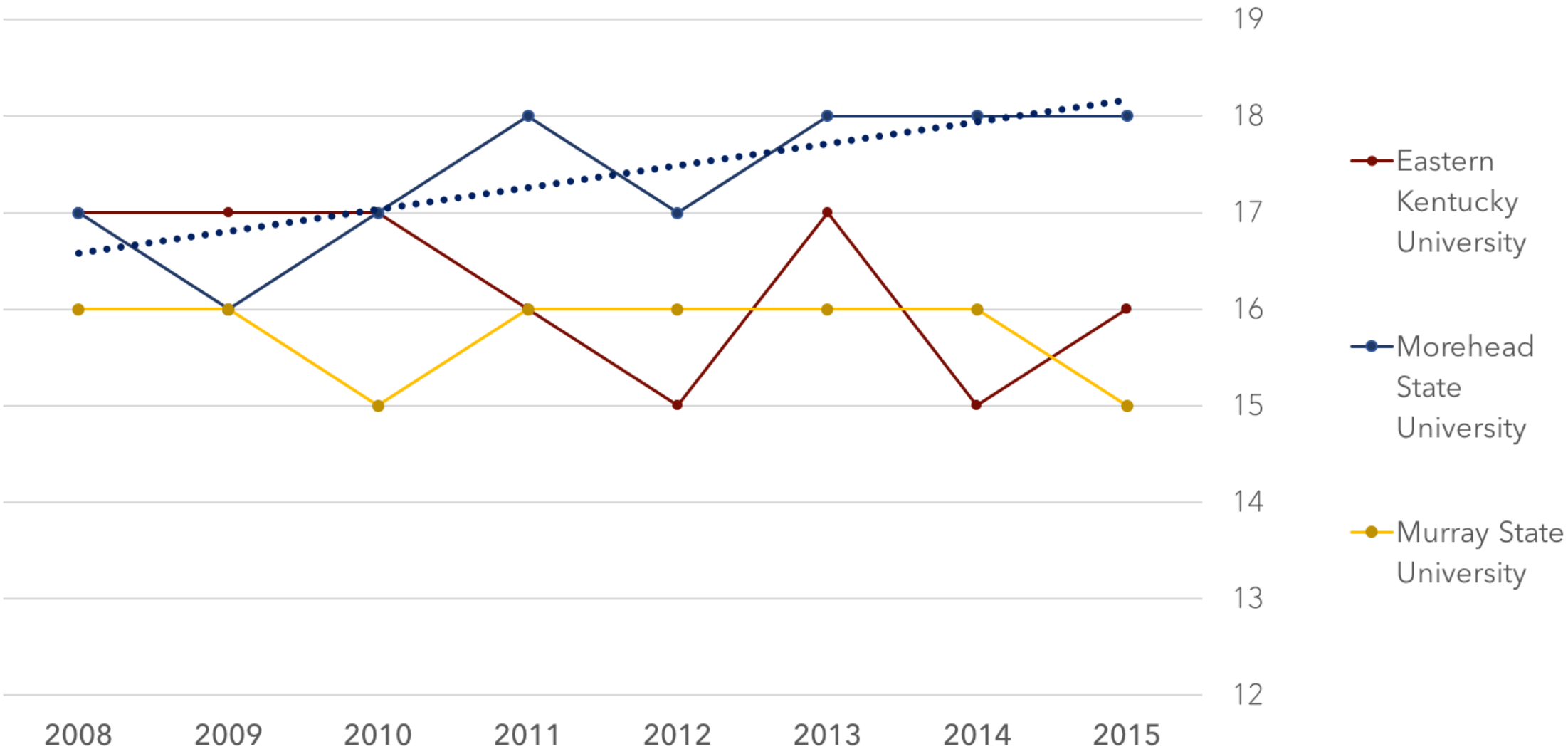
Enrollment, administrators and full time faculty at MSU, percentage change since 2004 (IPEDs data)



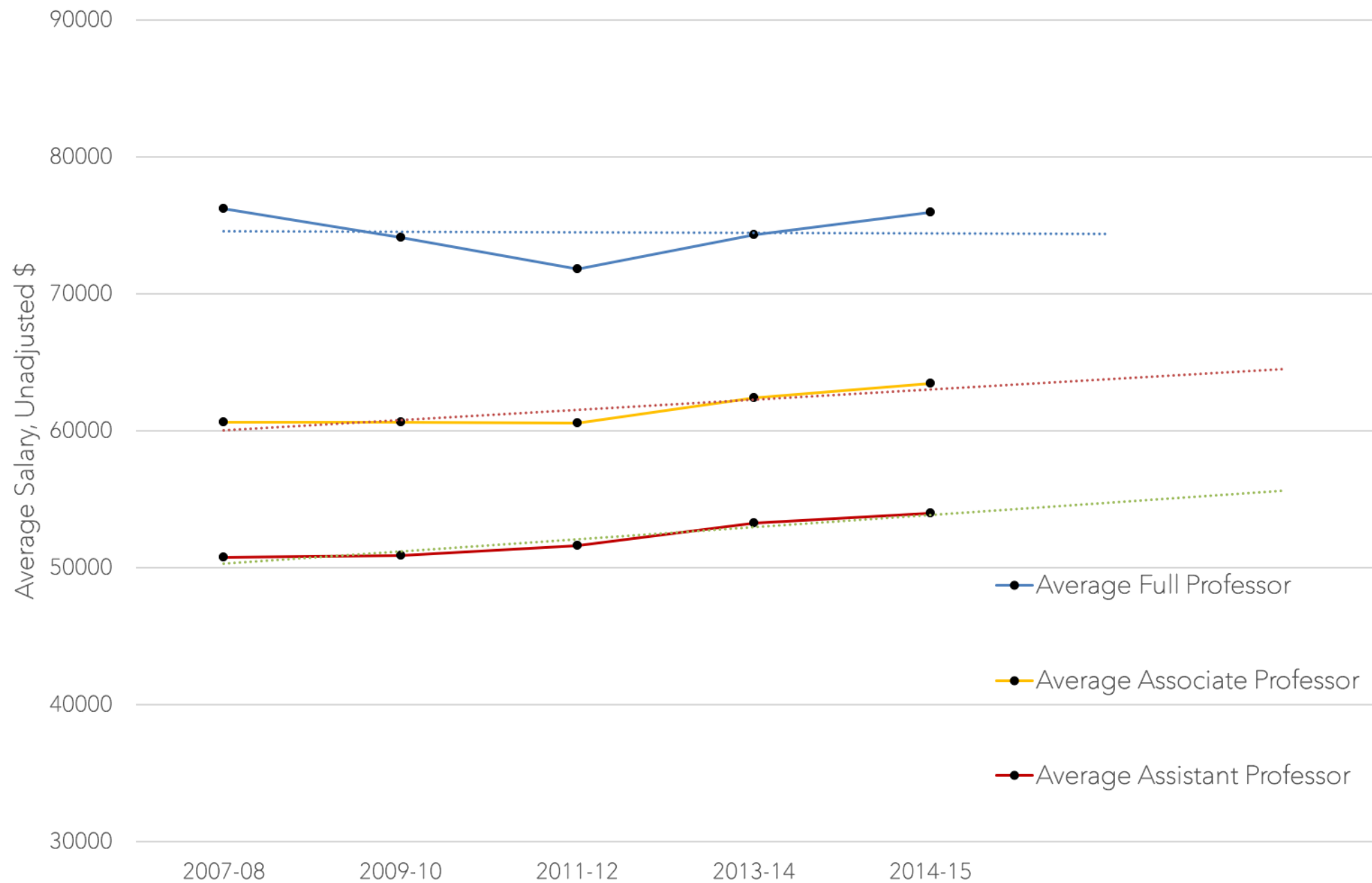
A shrinking faculty at MSU

		Tenured Faculty	Tenure Track Faculty	Non TT faculty	Total Faculty
IPEDS	2005-2006	183	124	71	378
IPEDS	2007-08	195	112	72	379
IPEDS	2009-10	204	88	78	370
IPEDS	2011-12	222	77	82	381
IPEDS	2012-13				
IPEDS	2013-14	232	55	84	371
IPEDS	2014-15	221	56	82	359
	2015-16				
count	2016-17	200	48	52	300
	16-17 vacancies	5	16	4	

Student to Faculty Ratio, IPEDS



Average Faculty Salaries at MSU Over Time (IPEDs data), 2007-2014



Chronicle of Higher Ed, faculty salary survey

Morehead State, Full Prof., adjusted for inflation

Display

Professors

Associate professors

Assistant professors

Instructors

Lecturers

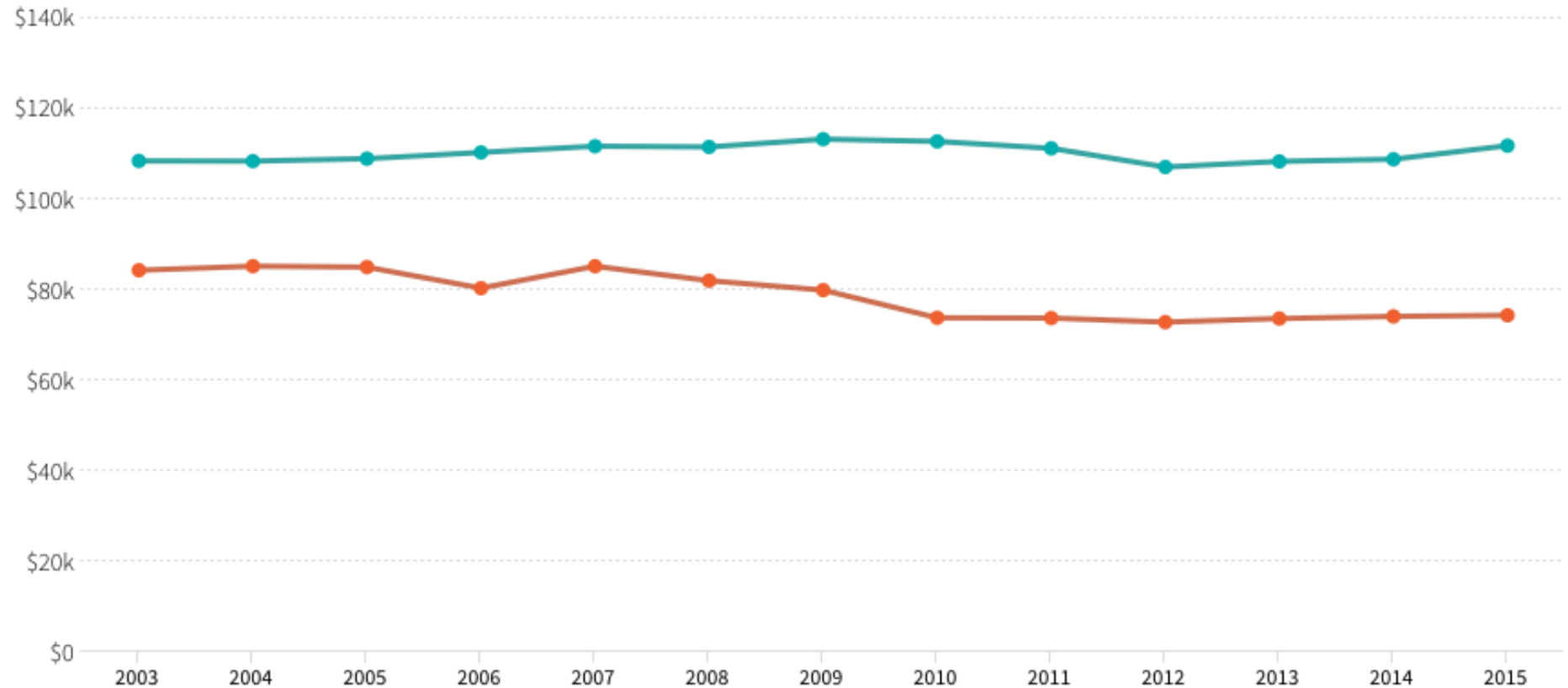
Unranked

Compare with

4-year public

Kentucky

Master's (large)



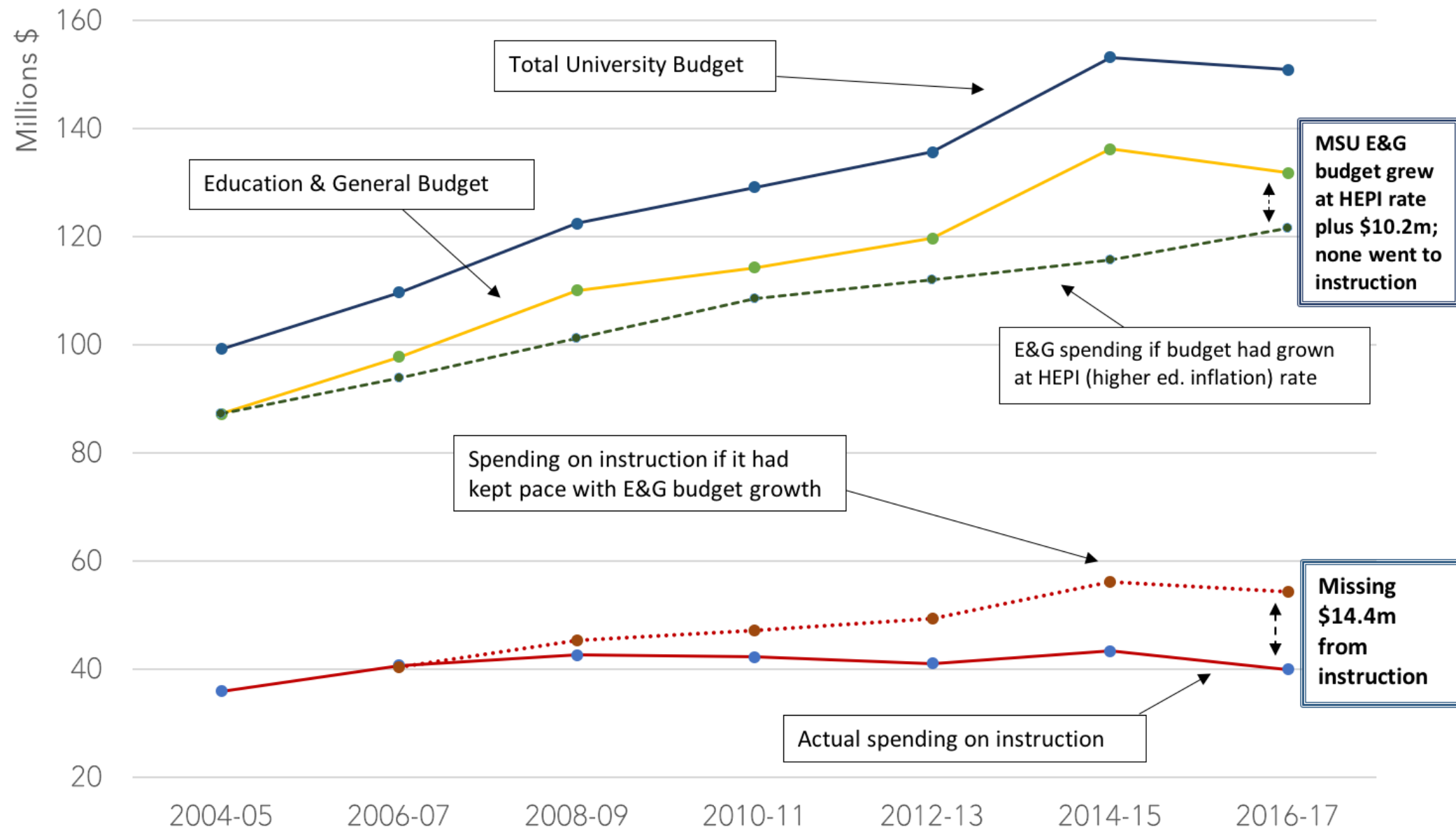
Salary outlays by employee class

	2015	2015	2015	RATIO of Fac : Admin Salary
instnm	Instructional Salary outlay	Management salary outlays	FTE Enrollment	
Morehead State University	21893433	6773553	7592	3.23 : 1
Murray State University	30227094	6762718	9117	4.47 : 1

Institutional Priority Index, 2016-17 budget
(spending per dollar spent on instruction)



Change in Total Budget, E&G Budget, and Instruction Budget at MSU



2. Transparency & effectiveness

- Provide detailed written reports to Faculty Senate after each BOR meeting
- Develop a close working relationships with Provost, President, and Faculty Senate
- Develop a close working relationship with Institutional Research to refine our understanding of institutional data and challenges together
- Actively solicit faculty feedback about concerns and priorities
- Transmit faculty concerns to the administration and BOR
- Work diligently and energetically to represent the interests of the institution, focusing on the protection of our core institutional priority, which is instruction.

3. Accountability

Furloughs clawed back ~ \$888,000

- Was not returned to faculty/staff because of the Lappin chiller
- Why wasn't that maintenance, long overdue, budgeted for?

What do we budget for?

- \$245,000 for new signs
- \$500,000 for new fairways
- \$212,000 for new sound system for basketball courts
- \$8.6m for new IT infrastructure (incl. \$1m for video game network)
- \$1.4m for electronic locking systems
- \$700,000 for a new website
- \$1.1m for upgrades to Colleague
- \$21 million for parking structure with food services (\$5m + over budget)
- Raises for coaches up to 12% in for 2016 (whilst faculty and staff salaries are cut)
- \$300,000 to search firms in last two years

Let's assess the cost of the furlough

Benefit: \$888,000 clawed back from faculty and staff

Costs:

- Lost enrollment
 - Missed reduced enrollment target by 100 freshmen
 - Botched furlough took recruiting-essential personnel out of their positions for 2 weeks between late March and June
- Damaged Reputation
 - Who invests in a business that cannot afford to pay employees?
- Devastated Morale
- Flight of talented faculty and administrators
- Decline in gifts?